

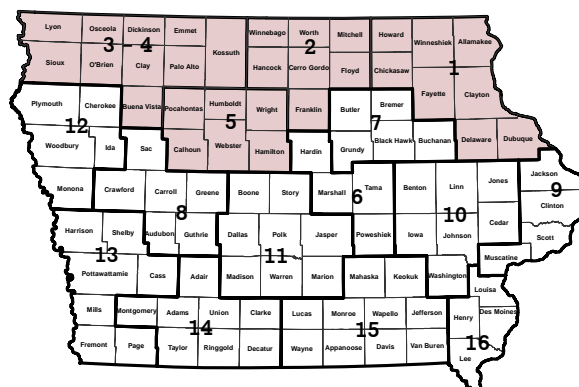
2012-2022

OCTOBER 2014

IOWA WORKFORCE DEVELOPMENT

REGIONS 1, 2, 3-4, 5

HOT JOBS



HIGH-DEMAND, HIGH-SALARY OCCUPATIONS

REGION 1

Occupational Title	Employment ^[1]			(\$) ^[2]		Career Preparation ^[3]			Top Skills ^[4]									
	2012 Est	2022 Proj	Annual Growth Rate (%)	2014 Mean Wage	2014 Mean Salary	Educ	Work Exp	Job Training	(L-R in order of significance)									
Pharmacists	215	250	1.6	52.71	109,640	DP	N	N	B2	B7	B1	B3	B9					
Financial Managers	390	445	1.4	49.59	103,156	BA	> 5	N	C1	B3	B2	B7	SY1	B9	B10			
Software Developers, Applications	355	450	2.5	36.58	76,085	BA	N	N	C1	T7	SY2	SY1	SY3					
Securities, Commodities, & Fin Svcs Sales Agents	220	250	1.4	33.28	69,231	BA	N	M	B9	B2	B3	SO4	B7	SY2				
Medical & Health Services Managers	195	235	1.8	33.25	69,160	BA	N	N	B7	B9	B2	B3	SY1					
Personal Financial Advisors	270	345	2.8	32.85	68,324	BA	N	N	B3	B9	B7	SY1	B10					
Dental Hygienists	200	240	2.0	30.39	63,203	AS	N	N	B2	B9	B3	B7	SO6					
Loan Officers	265	315	1.9	30.25	62,922	BA	N	M	B9	B2	SY1	B7	B3					
Insurance Sales Agents	325	395	2.2	26.03	54,138	HS	N	M	B2	B7	B9	B10	B3	SO4	R4			
Market Research Analysts & Mktg Specialists	175	230	3.1	24.94	51,876	BA	N	N	B7	B2	C1	B3	SY1	B9	B10			
First-Line Supvs of Const Trades/Extract Wkrs	340	415	2.2	24.66	51,298	HS	> 5	N	B2	SO1	B3	B9	R4					
Registered Nurses	2,150	2,480	1.5	24.30	50,542	AS	N	N	SO6	B2	SO1	B9	B3	B7	SO5			
Social & Community Service Managers	200	245	2.3	23.51	48,904	BA	> 5	N	B2	B9	R4	SO1	B3	SY1	R3	SO6		
Plumbers, Pipefitters, & Steamfitters	290	345	1.7	22.33	46,455	HS	N	A	SO1	R4	B3	T5	B2	SY1	B6	B9		
Computer User Support Specialists	500	625	2.6	22.30	46,385	SC	N	M	B2	B9	B7	B3	B10					
Electricians	590	690	1.7	21.91	45,571	HS	N	A	T11	T9	B2	B3	T5	T8				
Industrial Machinery Mechanics	520	640	2.3	21.61	44,956	HS	N	L	T9	T1	T5	T11	T8					
First-Line Supvs of Office/Admin Support Workers	610	690	1.3	21.53	44,774	HS	< 5	N	B2	B9	SO1	SO6	B3	R3				
Operating Engineers & Other Const Equip Operators	635	770	2.1	21.47	44,652	HS	N	M	T4	T5	B2	B6	B9					
Child, Family, & School Social Workers	455	540	2.0	21.01	43,693	BA	N	N	B2	B9	B7	SO6	B3	B6	SO5			
Brickmasons & Blockmasons	215	290	3.5	20.58	42,815	HS	N	A	B3	B6	SO1	T8	R4					
Heating/A C/Refrig Mechanics & Installers	175	215	2.3	19.89	41,365	PS	N	L	T3	T11	T9	T1	T5					
Carpenters	690	900	3.0	19.05	39,633	HS	N	A	B3	T2	T5	B2	SO1	SY1	B5	B6	T8	R4
Licensed Practical & Licensed Vocational Nurses	535	650	2.1	18.65	38,801	PS	N	N	B2	B9	B3	B7	SO1	SO5				
Heavy & Tractor-Trailer Truck Drivers	3,015	3,425	1.4	18.28	38,024	PS	N	S	T4	T5	B6	B2	B3	T8				
Machinists	465	540	1.7	17.79	36,994	HS	N	L	T5	T8	T4	T11	B3	B6				
Comp-Controlled Mach Tool Operators, Metal/Plastic	1,020	1,230	2.1	17.77	36,957	HS	N	M	B6	T5	B3	T8	T4					
First-Line Supvs of Trans/Mat-Moving Mach Operators	215	245	1.4	17.69	36,797	HS	< 5	N	B2	R3	B9	B3	R4					
Cement Masons & Concrete Finishers	320	410	2.7	17.42	36,227	< HS	N	M	B6	B2	SO1	B3	SY1					
Painters, Construction & Maintenance	245	325	3.3	17.05	35,455	< HS	N	M	B2	B3	SO6	B7	R4					
Production, Planning, & Expediting Clerks	305	350	1.5	16.62	34,570	HS	N	M	B7	B2	B3	B9	R4					
Dental Assistants	225	255	1.3	16.45	34,221	PS	N	N	B9	B2	B7	SO5	B3					
Construction Laborers	1,185	1,495	2.6	15.44	32,105	< HS	N	S	B9	SO1	B2	B3	T4	T5	SO6			

REGION 2

Dental Hygienists	185	220	1.9	33.63	69,942	AS	N	N	B2	B9	B3	B7	SO6					
Accountants & Auditors	295	330	1.2	27.55	57,313	BA	N	N	B2	B5	B7	B10	B9					
Registered Nurses	1,350	1,530	1.4	26.27	54,647	AS	N	N	SO6	B2	SO1	B9	B3	B7	SO5			
Insurance Sales Agents	240	290	2.3	23.05	47,953	HS	N	M	B2	B7	B9	B10	B3	SO4	R4			
First-Line Supvs of Office/Admin Support Workers	325	360	1.1	22.17	46,111	HS	< 5	N	B2	B9	SO1	SO6	B3	R3				
Carpenters	385	510	3.2	20.58	42,797	HS	N	A	B3	T2	T5	B2	SO1	SY1	B5	B6	T8	R4
Industrial Machinery Mechanics	190	240	2.6	20.22	42,053	HS	N	L	T9	T1	T5	T11	T8					
Operating Engineers & Other Const Equip Operators	200	250	2.3	19.30	40,145	HS	N	M	T4	T5	B2	B6	B9					
Mix/Blend Machine Setters, Operators, & Tenders	295	345	1.7	18.06	37,560	HS	N	M	T5	T4	B6	B7	B2	T8				
Licensed Practical & Licensed Vocational Nurses	305	360	2.0	17.42	36,228	PS	N	N	B2	B9	B3	B7	SO1	SO5				
First-Line Supvs of Food Prep/Serving Workers	310	350	1.3	16.35	34,010	HS	< 5	N	B9	B2	SO1	SO5	R3	B6				
Team Assemblers	1,590	1,795	1.3	14.88	30,954	HS	N	M	SO1	B2	B3	B9	B6	B7				
Bill & Account Collectors	180	210	1.7	14.60	30,373	HS	N	M	B2	B9	SO6	SO4	B3	SO3	B7			

HIGH-DEMAND, HIGH-SALARY OCCUPATIONS

REGION 3-4

Occupational Title	Employment ^[1]			(\$) ^[2]		Career Preparation ^[3]			Top Skills ^[4]									
	2012 Est	2022 Proj	Annual Growth Rate (%)	2014 Mean Wage	2014 Mean Salary	Educ	Work Exp	Job Training	(L-R in order of significance)									
Industrial Engineers	265	300	1.3	31.42	65,362	BA	N	N	B7	B2	C1	B3	B10					
Insurance Sales Agents	340	405	1.9	26.95	56,062	HS	N	M	B2	B7	B9	B10	B3	SO4	R4			
Accountants & Auditors	535	610	1.3	25.68	53,408	BA	N	N	B2	B5	B7	B10	B9					
Registered Nurses	1,390	1,560	1.2	23.65	49,195	AS	N	N	SO6	B2	SO1	B9	B3	B7	SO5			
First-Line Supvss of Const Trades/Extract Wkrs	250	300	1.8	23.28	48,417	HS	> 5	N	B2	SO1	B3	B9	R4					
Electricians	285	320	1.4	21.49	44,701	HS	N	A	T11	T9	B2	B3	T5	T8				
Elem School Teachers, Ex Special Educ	1,310	1,455	1.1	21.14	43,977	BA	N	I	SO2	B9	B4	B2	B1	B6	SO6			
Social & Community Service Managers	260	305	1.7	20.97	43,610	BA	> 5	N	B2	B9	R4	SO1	B3	SY1	R3	SO6		
Industrial Machinery Mechanics	645	785	2.2	18.39	38,251	HS	N	L	T9	T1	T5	T11	T8					
Cement Masons & Concrete Finishers	470	580	2.4	17.52	36,435	< HS	N	M	B6	B2	SO1	B3	SY1					
Licensed Practical/Vocational Nurses	310	345	1.1	16.98	35,313	PS	N	N	B2	B9	B3	B7	SO1	SO5				
Heavy & Tractor-Trailer Truck Drivers	2,490	2,820	1.3	16.75	34,834	PS	N	S	T4	T5	B6	B2	B3	T8				
Operating Engineers/Other Const Equip Operators	305	355	1.6	16.56	34,439	HS	N	M	T4	T5	B2	B6	B9					
Painters, Construction & Maintenance	205	265	2.9	16.28	33,865	< HS	N	M	B2	B3	SO6	B7	R4					
Customer Service Representatives	855	970	1.3	16.20	33,706	HS	N	S	B2	B9	SO5	SO4	B7					
Machinists	565	630	1.1	15.82	32,896	HS	N	L	T5	T8	T4	T11	B3	B6				
Carpenters	405	510	2.6	15.61	32,468	HS	N	A	B3	T2	T5	B2	SO1	SY1	B5	B6	T8	

REGION 5

Registered Nurses	990	1,160	1.7	23.29	48,452	AS	N	N	SO6	B2	SO1	B9	B3	B7	SO5			
Heavy & Tractor-Trailer Truck Drivers	1,480	1,735	1.7	22.39	46,569	PS	N	S	T4	T5	B6	B2	B3	T8				
Industrial Machinery Mechanics	340	425	2.5	20.55	42,746	HS	N	L	T9	T1	T5	T11	T8					
Mix/Blend Machine Setters & Operators	255	295	1.6	19.79	41,165	HS	N	M	T5	T4	B6	B7	B2	T8				
Electricians	385	460	1.9	19.42	40,396	HS	N	A	T11	T9	B2	B3	T5	T8				
Carpenters	280	365	3.0	19.09	39,702	HS	N	A	B3	T2	T5	B2	SO1	SY1	B5	B6	T8	
Licensed Practical/Vocational Nurses	265	325	2.3	16.67	34,681	PS	N	N	B2	B9	B3	B7	SO1	SO5				
Maintenance & Repair Workers, General	395	455	1.5	16.29	33,888	HS	N	L	T9	T1	T11	B3	C1	T2	B6	T5	T8	
First-Line Supvs of Food Prep/Serving Wkrs	200	230	1.3	14.83	30,855	HS	< 5	N	B9	B2	SO1	SO5	R3	B6				
Team Assemblers	420	470	1.2	14.23	29,599	HS	N	M	SO1	B2	B3	B9	B6	B7				
Medical Secretaries	215	275	2.8	13.97	29,059	HS	N	M	B2	SO5	B9	B7	SO1	B10				

Legend/Methodology/Selection Criteria:

Occupations were selected based on their annual growth rate and mean annual salary (residual or undefined occupations were not included). To be considered a high demand, high salary occupation required that occupations achieve a higher annual growth rate than Region 1's 1.3% average (or Region 2's 1.1%, Region 3-4's 1.1%, and Region 5's 1.2%) **and** also have a higher salary than Region 1's mean midpoint of \$31,833 (or Region 2's \$29,435, Region 3-4's \$30,869, and Region 5's \$29,059). From this process, the top occupations became the **Hot Jobs**.

[1] Employment includes: **Estimated** = Estimation of labor force by occupation (rounded); **Projected** = Projection of future labor force by occupation (rounded); and **Annual Growth Rate (%)** = Ten year growth rate (not shown) divided by ten.

[2] Mean (Average) Wage & Salary (\$) = dividing the estimated total pay for an occupation by its weighted employment. Pay provided in wage (hourly) and salary (annual) formats; Missing pay data may be derived from calculation or proration of reported wage/salary data if available (i.e., legislator pay based on 4-months service, education and coaching pay based on 12-months service); Occupations with limited or no compensation data (which inhibits either wage or salary calculated derivations) are subsequently omitted from any methodological calculations.

[3] Career Preparation determined by the U.S. Department of Labor's Bureau of Labor Statistics (BLS). Alternative employment pathways may exist as well as differing educational, training, or licensing requirements per state. Iowa requirements are used in this publication when available. Career Preparation areas/levels include:

Education (typical education level needed to enter an occupation): DP = Doctoral or Professional degree; MA = Master's degree; BA = Bachelor's degree; AS = Associate's degree; PS = Postsecondary non-degree award; SC = Some college, no degree; HS = High school diploma or equivalent; < HS = Less than high school; **Work Experience** (typical work experience level commonly considered necessary for entry into an occupation, or substitutable for formal types of training): > 5 = 5 years or more; < 5 = Less than 5 years; N = None; and **Job Training** (typical on-the-job training level needed to attain occupational competency): I = Internship/residency; A = Apprenticeship; L = Long-term on-the-job training; M = Moderate-term on-the-job training; S = Short-term on-the-job training; None = N.

[4] Top Skills refers to the the top five (or more if tied) most important skills for a particular occupation as identified by sampled workers' questionnaire responses conducted by occupational analysts of the U.S. Department of Labor's Occupational Information Network (O*NET). These include: **Basic Skills**: B1 = Active Learning; B2 = Active Listening; B3 = Critical Thinking; B4 = Learning Strategies; B5 = Mathematics; B6 = Monitoring; B7 = Reading Comprehension; B8 = Science; B9 = Speaking; B10 = Writing; **Complex Problem Solving Skills**: C1 = Complex Problem Solving; **Resource Management Skills**: R1 = Management of Financial Resources; R2 = Management of Material Resources; R3 = Management of Personnel Resources; R4 = Time Management; **Social Skills**: SO1 = Coordination; SO2 = Instructing; SO3 = Negotiation; SO4 = Persuasion; SO5 = Service Orientation; SO6 = Social Perceptiveness; **Systems Skills**: SY1 = Judgment and Decision Making; SY2 = Systems Analysis; SY3 = Systems Evaluation; and **Technical Skills**: T1 = Equipment Maintenance; T2 = Equipment Selection; T3 = Installation; T4 = Operation and Control; T5 = Operation Monitoring; T6 = Operations Analysis; T7 = Programming; T8 = Quality Control Analysis; T9 = Repairing; T10 = Technology Design; T11 = Troubleshooting. N.A. = Not Available.

Sources:

Education/Work Experience/Job Training: Bureau of Labor Statistics, U.S. Department of Labor; **Employment**: 2012-2022 Occupational Projections estimates based on 2012 annual industry employment data and 2013 2nd quarter occupational staffing pattern data, Labor Market and Workforce Information Division, Iowa Workforce Development; **Skills**: Occupational Information Network (O*NET), Employment and Training Administration, U.S. Department of Labor; **Wages**: 2014 Iowa Wage Survey estimates (based on 2013 2nd quarter occupational wage data updated to 2014 2nd quarter using Employment Cost Index), Labor Market and Workforce Information Division, Iowa Workforce Development.

This publication was produced by the Labor Market and Workforce Information Division of Iowa Workforce Development. Revisions and/or corrections made when necessary. Inquiries may be directed to Brent Paulson at 515.281.3439 or Brent.Paulson@iwd.iowa.gov. Visit <http://iwin.iowaworkforce.org/> to obtain the latest workforce data and trends including this document under the **Publications** tab. Published 10/2014.